

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF EMPLOYMENT SECURITY

SIGNIFICANT PROVISIONS OF STATE UNEMPLOYMENT INSURANCE LAWS, OCTOBER 1, 1957

PREPARED FOR READY REFERENCE AND COMPARATIVE PURPOSES. BECAUSE OF THE IMPOSSIBILITY OF GIVING QUALIFICATIONS AND ALTERNATIVES IN BRIEF SUMMARY FORM, THE STATE LAW AND STATE EMPLOYMENT SECURITY AGENCY SHOULD BE CONSULTED FOR AUTHORITY INFORMATION. IN GENERAL, THE STATE LAWS COVER EMPLOYMENT IN MOST TYPES OF BUSINESS AND INDUSTRY, EXCEPT EMPLOYMENT FOR RAILROADS WHICH IS COVERED BY A SEPARATE FEDERAL LAW

State	Size of firm (minimum number of employees and/or size of payroll)	Wage or employment qualification (number times weekly benefit amount unless other- wise indicated) 1/	Initial waiting period (weeks)		Computation of weekly benefit amount (fraction of high- quarter wages unless otherwise indicated) 2/	Weekly benefit amount 3/ for total unemployment (in dollars)		Earnings disregarded in computing weekly benefit for partial unemployment 4/	Duration in 52-week period			
			Total unem- ploy- ment	Partial unem- ploy- ment		Minimum 5/	Maximum 5/		Proportion of wages in base period 5/	Weeks of benefits for total unemployment		
										Minimum 5/	Maximum	
Alabama	4 in 20 weeks	35; and \$12.01 in 1 quarter	1	2	1/26	6	28	\$6	1/3	11+	20	
Alaska	1 at any time	1½ times high-quarter wages but not less than \$500	1	1	1.8-1.1% of annual wages, plus \$5 for each dependent up to lesser of wba or \$25	3/ 10-15	3/ 45-70	Greater of \$10 or 1/2 basic wba	5/ 30-29%	15	26	
Arizona	3 in 20 weeks	30; and wages in 2 quarters	1	1	1/25	5	30	\$5	1/3	10	26	
Arkansas	1 in 10 days	30	1	1	1/21-1/27	7	26	\$5	1/3	10	18	
California	1 and over \$100 in any quarter	30; but not less than \$600 nor more than \$750	1	1	1/17-1/28	10	40	\$3	1/2	7/ 26	26	
Colorado	4 in 20 weeks	30	1	1	1/25	14	3/ 35-44	\$3	1/3	3/ 10-26	26	
Connecticut	3 in 13 weeks	\$300; and wages in 2 quarters	1	1	1/26, plus \$4 for each dependent up to 1/2 wba	10-14	40-60	\$3	1/3	6/ 12	26	
Delaware	1 in 20 weeks	30	1	1	1/25	7	35	\$2	26%	6/ 11	26	
District of Columbia	1 at any time	1½ times high-quarter wages but not less than \$276; and \$130 in 1 quarter	1	1	1/23, plus \$1 for each dependent up to \$3 3/4	8-9	3/ 30	2/5 wba	1/3	11+	26	
Florida	4 in 20 weeks or 4 in 8 weeks and over \$6,000 in any quarter	1½ times high-quarter wages but not less than \$200	1	1	1/22-1/26	10	30	\$5	1/4	5	16	
Georgia	4 in 20 weeks	40-45; and \$150 in 1 quarter	1	1	1/25	7	30	\$5	Uniform	3/ 20-22	3/ 20-22	
Hawaii	1 at any time	30	1	1	1/25	5	35	\$2	Uniform	20	20	
Idaho	1 and \$150 in any quarter	31-38; \$300 in 1 quarter and wages in 2 quarters	1	1	1/22-1/26	15	40	1/2 wba	5/ 32-29%	10	26	

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			Total unem- ploy- ment	Partial unem- ploy ment		Minimum <u>3/</u>	Maximum <u>5/</u>		Proportion of wages in base period <u>5/</u>	Wage or benefits for total unemployment		
										Minimum <u>6/</u>	Maximum	
Illinois	4 in 20 weeks	\$600 and \$150 out- side high quarter	1	1	1/20, plus \$0.50-\$15.00 allowance for unem- ploys with high-quarter wages of more than \$639.00 and 1-4 dependents	10	\$0-45	\$7	<u>5/</u> 36-32%	<u>7/</u> 21+	26	
Indiana	4 in 20 weeks	\$250 and \$150 in last 2 quarters	1	1	1/25	10	33	\$3 from other than base- period employer	1/4		6+	20
Iowa	4 in 20 weeks	20	1	2	1/20	5	30	\$3	1/3		6+	24
Kansas	4 in 20 weeks or 25 in 1 week	\$400, or \$200 in 2 quarters	1	1	1/25 up to 1/2 of State average weekly wage but not more than \$34	5	34	\$8	1/3	<u>6/</u>	13+	20
Kentucky	4 in 20 weeks or 4 in 3 quarters of preceding year, with wages of \$50 each in each quarter	\$450	1	1	1.7-1.3% of annual wages	8	32	1/5 wages	Uniform		26	26
Louisiana	4 in 20 weeks	30	1	1	1/20	5	25	\$3	1/3		10	20
Maine	4 in 20 weeks	\$300	1	1	2.2-1.1% of annual wages	7	33	\$5	Uniform		26	26
Maryland	1 at any time	35; and \$192.01 in 1 quarter and wages in 2 quarters	0	0	1/24, plus \$2 for each dependent up to \$8	10-12	35-43	\$7	Uniform		26	26
Massachusetts	1 in 13 weeks	\$500	1	1	1/19-1/30, plus \$4 for each dependent but total may not exceed average weekly wage	10-14	35-(3/)	\$10	34%	<u>6/</u>	17	26
Michigan	4 in 20 weeks	14 weeks of employ- ment at more than \$15	<u>8/</u> 1	<u>8/</u> 1	63-41% of average weekly wage, plus allowance of \$1-\$25 depending on average weekly wage and number of dependents	<u>3/</u> 10-12	30-55	Up to 1/2 wage <u>4/</u>	2/3 weeks of employment		<u>9 1/2</u>	26
Minnesota	1 in 20 weeks or 4 in 20 weeks <u>9/</u>	\$520	1	1	2.2-1.5% of annual wages	12	38	\$6	42-53%		18	26
Mississippi	4 in 20 weeks	30	1	1	1/26	3	30	\$2	Uniform		20	20
Missouri	4 in 20 weeks	1 1/2 times high-quarter wages; and \$200 in 1 quarter	1	1	1/25	8	33	\$4	1/3		12+	26
Montana	1 in 20 weeks or over \$500 in a year	1 1/2 times high-quarter wages; and \$170 in 1 quarter	0	(<u>10/</u>)	1/18-1/22	10	32	(<u>10/</u>)	Uniform		22	22

Nebraska	4 in 20 weeks or \$10,000 in any quarter	\$400 in 2 quarters with at least \$100 in each of such quarters; and \$200 in high quarter	1	1	1/21-1/25	10	32	Up to 1/2 wba 4/	1/3	13 1/2	20
Nevada	1 and \$225 in any quarter	30	0	0	1/25, plus \$5 for each dependent up to \$20 but total may not exceed 6% of high-quarter wages	8-12	\$7.50-57.50	\$5	1/3	10	26
New Hampshire	4 in 20 weeks	\$400	1	2	2.0-1.2% of annual wages	9	32	\$3	Uniform	26	26
New Jersey	4 in 20 weeks	17 weeks of employment at \$15 or more	8/1	8/1	2/3 of average weekly wage up to \$45 and 2/5 of average weekly wage above \$45	10	36	Up to 1/2 wba 4/	3/4 weeks of employment	13	26
New Mexico	1 and \$450 in any quarter or 2 in 13 weeks	50; and \$156 in 1 quarter	1	1	1/26	10	30	\$3	2/5	12	24
New York	2 at any time	20 weeks of employment at average of \$15 or more	1	11/2-4	67-51% of average weekly wage	10	36	(11/)	Uniform	26	26
North Carolina	4 in 20 weeks	\$500	0	0	2.0-1.1% of annual wages	11	32	\$2	Uniform	26	26
North Dakota	4 in 20 weeks	56; and wages in 2 quarters	1	1	1/24, plus \$1-\$3 per dependent, by schedule \$3-\$9	7-10	26-36	\$3	Uniform	20	20
Ohio	3 at any time	20 weeks of employment and \$240	1	1	1/17-1/25, plus \$3 for each dependent up to \$6	10-13	33-39	\$2	1/2	6/12	26
Oklahoma	4 in 20 weeks	20; and wages in 2 quarters	1	1	1/20	10	28	\$7	1/3	6+	26
Oregon	2 in 6 weeks in any quarter and \$1,800 in a year	37; but not less than \$700	1	1	1/26	16	40	1/3 wba	1/3	6/15+	26
Pennsylvania	1 at any time	35-42; and \$120 in 1 quarter	1	1	1/25 or 1/2 of full-time weekly wage, if greater	10	35	\$6	Uniform	30	30
Rhode Island	1 at any time	30	1	1	1/20	10	30	\$6	35-27%	10+	26
South Carolina	4 in 20 weeks	1 1/2 times high-quarter wages but not less than \$240; and \$120 in 1 quarter	1	1	1/21-1/26	8	28	1/4 wba	1/3	10	22
South Dakota	4 in 20 weeks or \$24,000 in a year	\$600 and \$280 in 1 quarter; and wages in 2 quarters	1	1	1/22-1/24	12	28	\$3	27-22%	6/13+	20
Tennessee	4 in 20 weeks	40, 50 and 60; and \$182 in 1 quarter	1	1	1/24-1/26	8	30	\$6	Uniform	22	22
Texas	4 in 20 weeks	\$375 with \$250 in 1 quarter and \$125 in another or \$450 with \$50 in each of 3 quarters or \$1,000 in 1 quarter	0	0	1/26	7	28	Greater of \$5 or 1/4 wba	1/4	6/16+	24

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			Total unemployment	Partial unemployment		Minimum <u>3/</u>	Maximum <u>3/</u>		Proportion of wages in base period <u>5/</u>	Weeks of benefits for total unemployment
Utah	1 and \$140 in any quarter	19 weeks of employment and \$400	1	1	1/26 up to 1/2 of State average weekly wage	10	37	\$6 from other than regular employer	Weighted schedule of base-period wages in relation to high-quarter wages	6/ 15 26
Vermont	4 in 20 weeks	30 with 1/3 of wages in last 2 quarters; and \$200 in 1 quarter	1	1	1/22-1/26	10	28	\$3	Uniform	26
Virginia	4 in 20 weeks	30 (\$250 for minimum wba)	1	1	1/25	8	28	\$2	1/4	8 18
Washington	1 at any time	\$800	1	1	2.0-1.1% of annual wages	17	35	\$8	5/ 26-23%	12 26
West Virginia	4 in 20 weeks	\$500	1	0	1.8-1.0% of annual wages	10	30	\$6	Uniform	24 24
Wisconsin	4 in 20 weeks or \$10,000 in any quarter or \$6,000 in any year	14 weeks of employment at average of \$16 or more	1	1	63-51% of average weekly wage	11	38	Up to 1/2 wba <u>4/</u>	7/10 weeks of employment	10 26 1/2
Wyoming	1 and \$500 in any year	1 1/2 times high-quarter wages; and \$250 in 1 quarter	1	1	1/25 up to 56% of State average weekly wage, plus \$3 for each dependent up to \$6	10-13	41-47	1/2 wba	3/10	12 26

- 1/ Weekly benefit amount abbreviated in columns as wba.
- 2/ When States use a weighted high-quarter formula, annual-wage formula or average-weekly-wage formula, approximate fractions or percentages are figured at midpoint of lowest and highest normal wage brackets. When dependents' allowances are provided, the fraction applies to the basic benefit amount.
- 3/ When 2 amounts are given, higher includes dependents' allowances except in Colorado and Georgia. In Colorado higher amount includes 25% additional for claimants employed in Colorado by covered employers for 5 consecutive calendar years with wages in excess of \$1,000 per year and no benefits received; duration for all such claimants is increased to 26 weeks; in Georgia higher figure applies to claimants whose base-period wages are equal to 4 times minimum high-quarter wages for each wage bracket. Higher for minimum weekly benefit amount includes maximum allowance for one dependent in Michigan, for one dependent child or 2 dependents other than a child. In the District of Columbia same maximum with or without dependents. Maximum augmented payment in Massachusetts not shown since any figure presented would be based on an assumed maximum number of dependent children at \$4 each, up to average weekly wage. In Alaska the maximum for interstate claimants is \$25 and no dependents' allowances paid.
- 4/ In States noted full weekly benefit is paid if earnings are less than 3/4 weekly benefit and 3/4 weekly benefit amount if wages are 3/4 weekly benefit but less than weekly benefit.
- 5/ In States with weighted schedules the percent of benefit is figured at the bottom of the lowest and of the highest wage brackets; in States noted the percentages at other brackets are higher and/or lower than the percentage shown.
- 6/ Figure shown applies to claimants with minimum weekly benefit and minimum qualifying wages. In Delaware and Utah statutory minimum. In Texas, alternative qualifying wages of \$250 in high quarter and \$125 in another quarter may yield benefit of \$10 per week for 9+ weeks. In other States noted, if qualifying wages are concentrated largely or wholly in high quarter, weekly benefit for claimants with minimum qualifying wages may be above minimum weekly amount and consequently weeks of benefits may be less than the minimum duration shown.
- 7/ Because of high qualifying wages, minimum duration is high for claimants with low benefit amounts; minimum duration for claimants at other levels is 16 weeks in California and 10 (by statute) in Illinois.
- 8/ Waiting period becomes compensable if claimant, following layoff by most recent employer for indefinite period or for a definite period of more than 4 weeks, has commenced suitable full-time work with another employer within 4 weeks (Michigan); when benefits become payable for the third consecutive week following the waiting period (New Jersey).
- 9/ Employers of fewer than 4 (not subject to the Federal Unemployment Tax Act) outside the corporate limits of 22 cities of 10,000 population or more are not liable for contributions.
- 10/ No partial benefits paid, but earnings not exceeding the greater of \$15 or 1 day's work of 8 hours plus any overtime immediately following such 8 hours are disregarded for total unemployment.
- 11/ Waiting period is 4 "effective days" accumulated in 1-4 weeks. Partial benefits are 3/4 of weekly benefit amount for each of 1 to 3 effective days. An "effective day" is the fourth and each subsequent day of total unemployment in a week for which not more than \$36 is paid.